

SHELBY COUNTY BOARD OF COMMISSIONERS

APPLICATION FOR APPOINTMENT

Name: Althea Greene

Office Address: NA

Office Phone: NA

Facsimile: NA

Email Address: altheagreene@yahoo.com

Home Address: 924 Hawthorne

Memphis, TN 38107

Home Phone: (901) 274-9944

Cellular Phone: (901) 233-5082

PROFESSIONAL BACKGROUND & EXPERIENCE

1. Indicate your present employment. What is the principal business of the business?
Retired

2. List your prior professional or business employment since completion of high school and lasting more than twelve months with dates and names of employers.

Memphis City Schools, Educator, 1980-2013; Memphis Park Commission, Mobile Unit

Supervisor, 1994-99; Memphis Park Commission, Summer Lunch Monitor, 2007-2012; Memphis

Ambassadors Program (Summer) Senior Consultant, 2013-2015

3. Describe any experience not stated above that you would like to bring to the attention of the Commission. NA

PERSONAL INFORMATION

4. How long have you lived continuously in Shelby County? 61 years
5. State the county in which you are registered to vote. Shelby County
6. List all states in which you have lived in the past 20 years and the dates you lived in each state, including all periods in which you resided in a state more than 50% of the time for a period of at least 12 months.

Tennessee

7. State your date and place of birth. 09/30/1957, Memphis, TN

8. List the following:

a) Driver's License No. TN 04848980

b) Election Commission
Voter Registration No. 004234102

9. Family Status:

a) State the full name and present address of your spouse.
NA

b) State your spouse's occupation and place of employment.

NA

c) If you have children, state their name(s), age(s), address(es) and present occupation(s).

Eumecca Long, 42, 7254 Baptist Church Rd., 38018, Administrative Support, City of Memphis-
Office of Youth Services

LaKesa Greene, 36, 2080 Barnsbury Way #1, 38016, Conduit Global Call Center Supervisor

10. Military Service:

a) Branch of service: NA

b) Service number: NA

- c) Dates of active duty: NA
- d) Rank/rate at separation: NA
- e) Decorations, honors, or achievements: NA
- (f) Was your discharge other than honorable? NA
If so, explain.
11. Have you ever pled guilty or been convicted or are you now on diversion for violation of any law, regulation or ordinance? No
Give date, court, charge and disposition.
12. To your knowledge, are you now under federal, state or local investigation for possible violation of a criminal statute? If so, give details.
No
13. Have you ever been interviewed by any federal, state or local law enforcement agency for any reason other than minor traffic violation? If so, give details.
No
14. If you have been disciplined or cited for breach of ethics or unprofessional conduct by a court, administrative agency, disciplinary committee, or other professional group, give details. No
15. Has within the last five years, has a tax lien or other collection procedure been instituted against you by federal, state or local authorities or creditors? No
If so, give details.
16. Are you currently a party in any legal proceedings? No

If so, give details including the date, court and docket number, and disposition. Provide a brief description of the case.

NA

17. Are you now an officer or director of any business organization, or are you otherwise engaged in the management of any business enterprise? Yes

- a) If so, give details, including the name of the enterprise, the nature of the business, the title or other description of your position, the nature of your duties, and the terms of your service.

Owner, Three Generations Catering, Family-owned Catering business specializing in party foods, grilled foods and home-styled cooking.

- b) Do you consider continuation of such business involvement to be a conflict of interest?

No

18. If your income is not wholly derived from your present employment as noted in #1 above, specify in detail the other sources of your income and the approximate percentage of your total income each source represents.

Pastor, Real Life Ministries; Retirement-Tennessee Consolidated Retirement System

19. List all organizations to which you have belonged within the last ten years, including professional associations, civic, charitable, educational, social, fraternal, and other organizations. Give the titles and dates of any offices which you have held in such organizations.

NAACP; Delta Sigma Theta Sorority, Inc./Spiritual Leadership Team; Stand For Children; Snowden PTO;

Full Gospel Fellowship; Kingdom Culture Ministries; MEA; NEA; TEA; CHN/ Liaison Methodist Hospital; Memphis Youth Guidance Commission

20. Have you within the past ten years belonged to any organization, association, club or society which limits its membership to those of any particular race, religion or gender? Do not include in your answer those organizations specifically formed for a religious purpose, such as churches or synagogues. No

- a) If so, list such organizations and describe the basis of the membership limitation.

NA

- b) If it is not your intention to resign from such organization(s) and withdraw from any participation in their activities should you be selected for the position for which you are applying, state your reasons.

NA

EDUCATION

21. List each college, law school, and other graduate school which you have attended, including dates of attendance, degree awarded and major.

See the attached resume'

ACHIEVEMENTS

22. List honors, prizes, awards, or other forms of recognition which you have received since your graduation or college which are directly related to professional accomplishments.

See the attached resume'

23. List presentations you have made to groups and organizations within the past five years.

Leadership Conference Presenter, 2017-18, Mid-South Covenant Fellowship; Springdale Elementary Graduation,

5th Grade, 2017; Snowden School, 5th Grade Awards Speaker, May 2017; Keynote Speaker/ MAP Program, 2014

24. List any public office you have held or for which you have been candidate or applicant. Include the date, the position, and whether the position was elective or appointive.

NA

25. Describe any experience you have had with legislative or executive branches of government other than as an elected or appointed official.

NA

26. Describe life experiences, personal involvements, or talents that you have that you feel will be of assistance to the Commission in evaluating and understanding your candidacy for this elected position. (150 words or less).


I believe my nearly four (4) decades of advocacy for students, parents and community partners both inside and outside of the classroom align with the goals of this governing body and Shelby County Schools. I am a dedicated servant leader devoted to student achievement and leadership accountability. My service and tenure on various boards has strengthened my analyzing and problem solving skills. My career and civic experiences have allowed me to develop the tools necessary to understand fundamental needs of our schools and community. I believe these attributes, along with my skill set, make me an ideal candidate for this position.

27. Read, and if you agree to the provisions, sign the following:

I have read the foregoing questions and have answered them in good faith and as completely as my records and recollections permit. I hereby agree to be considered for appointment to the office/position of District 2, School Board, and if appointed by the Shelby County Board of Commissioners, agree to serve in that office/position.

In the event any material changes occur between the time this application is filed and the public hearing, I hereby agree to file an amended application with the Board of Commissioners for distribution to the commission members.

I understand that the information provided in this application shall be open to inspection upon filing with the office of the Shelby County Board of Commissioners and that the Commission may publicize the names of persons who apply for appointment and the names of those persons the Commission considers for the vacancy in question.


Signature

Althea Greene
Printed name

2/14/2019
Date

Althea E. Greene

924 Hawthorne Street
Memphis, TN 38107

February 14, 2019

Shelby County Commissioner
160 North Main, Suite 600
Memphis, Tennessee 38103

Honorable Commissioners:

It is with great enthusiasm that I submit my resume for consideration of the recently vacated seat of Teresa Jones, preceding District 2 School Board member.

As a former educator and active member of this community, I believe my nearly four (4) decades of advocacy for students, parents and community partners both inside and outside of the classroom align with the goals of this governing body and Shelby County Schools.

As you will see from the enclosed resume, I am a dedicated servant leader devoted to student achievement and leadership accountability. My service and tenure on various boards has strengthened my analyzing and problem solving skills. My career and civic experiences have allowed me to develop the tools necessary to understand fundamental needs of our schools and community. I believe these attributes, along with my skill set, make me an ideal candidate for this position.

I look forward to speaking with you to further express how I can contribute to the dynamic of the Shelby County School Board.

Respectfully,

A handwritten signature in black ink, appearing to read 'Althea E. Greene', with a long horizontal flourish extending to the right.

Althea E. Greene

Althea Greene

924 Hawthorne Street
Memphis, TN 38107

(901) 233-5082
altheagreene@yahoo.com

Professional Summary: A Supervisor who wants to pursue role where I can enhance my technical abilities, organizational expertise, and human relation skills. My thirty-eight years in the field Education; thirty-four years teaching, five years of child care supervision, has given me skills and experience that can positively contribute to an organization/company's success. I possess strong leadership skills that allow me to prioritize and delegate tasks, make sound decisions and maintain bottom line targets.

EMPLOYMENT HISTORY:

Shelby County Schools, Memphis, TN
Childcare Supervisor

2013-2018

- Identified problems and provided solutions
- Analyzed financial data
- Assisted in the planning of annual organizational budget and monitored finances
- Conducted regular meetings with staff to ensure operational efficiency
- Ensured on-site compliance with policies, procedures and standards
- Performed employee performance reviews
- Facilitated trainings for staff
- Ensured that employees provided great customer service

Memphis City Schools, Memphis, TN

1980-2013

Educator

- Served as Gifted and Special Education Teacher
- Served on the Leadership Council at Snowden Elementary
- Served as Team Leader and Grade Chairperson
- Received numerous education awards as Excellence for Education, Educator of the Millennium Award, Golden Apple Teacher Award and Teacher of the Year Award WMC-TV

VOLUNTEER WORK HISTORY

- Methodist Le Bonheur Hospital Community Health Network, Liaison
- Methodist Hospital North, Volunteer
- Mayor's Youth Guidance Commission, Chair Education Committee
- Snowden School, PTO, Chairman of Community Outreach

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- Springdale School, Adopted School Coordinator
- Merge Memphis, Volunteer
- Life Choices, Volunteer
- Shelby County Schools Superintendent's Leadership Team
- Mayor's Advocate and Youth Recognition, Chairman
- Merge Memphis Homeless Shelter, Volunteer

RELIGIOUS AFFILIATIONS

- Real Life Ministries, Pastor
- Real Life Education Foundation, CEO
- West Tennessee Full Gospel Baptist Church Fellowship, Treasurer
- West Tennessee Full Gospel Baptist Church Fellowship, Emerging Churches Regional Director
- Nationwide Bible Study, Founder
- Pastor Pupil Program, Facilitator
- Educational Tutorial Programs, Coordinator
- Mid-South Covenant Fellowship, President
- Kingdom Culture Ministries, Bishop-Designate

EDUCATION

LeMoyne-Owen College, Memphis, TN
Bachelor of Science: Education/Special Education, 1980

Tusculum University, Tusculum, TN
Master of Arts: Education, 1987

Tennessee School of Religion, Memphis, TN
Bachelor of Theology, 1999
Master of Theological Studies: Religion, 2000

Clergy Academy, Memphis, TN
Memphis Police Department, 2016

1. What is your vision for this role and the SCS board?

My vision for this role and the SCS board is to lead and oversee the progress and success of Shelby County Schools through the governance process- providing strategic leadership and accountability in the schools. Secondly, overseeing the financial performance of the school district ensuring the money is well spent and there is a return on investment as it relates to the recruitment and retention of teachers and improving student achievement. It is my belief that clear and precise governance, implantation and oversight of polices will build a strong foundation to create student success. If given the opportunity to serve as board member, I would work to create and sustain a solid bridge between all governing bodies in our city and county to ensure the needs of both, our students and community, are met. I will work with fellow board members to ensure the school district is responsive to the values, beliefs and priorities of the community. I would also work to create clear communication of SCS' mission, goals and accomplishments both internally and externally, generating confidence in our schools.

2. What does equity look like in the SCS system? How would you work to ensure that the board governs with equity as a core value?

There is a lack of equity in services, programs and day-to-day school resources in many of our schools. The fortunate part is that we have an opportunity to create a system of equity that values every child that enters an SCS facility. As a board member, I would work to solidify, generate and maintain current policies in place that provide high expectations of the Superintendent and my colleagues with fiscal management and appropriation so resources and equity will available to meet the needs of all students. My thoughts are to remain focused on the needs of the students and to ensure all children are afforded the same opportunity to learn and achieve regardless of their socio-economic challenges and environment.

3. Why would the people of District 2 be excited about your appointment? Why might some of your prospective constituents in District 2 be opposed to your appointment?

I believe that people in District 2 would be excited about my appointment because I am a Career Educator. My background and experiences as an Educator and serving on several civic boards have given me the knowledge, skills and abilities to work with a diverse group of citizens to implement workable solutions. I have first-hand knowledge of how the actions of the board effects the classroom and an understanding of the fundamental needs of people who have direct contact with students, parents and community members. The SCS board has worked tirelessly to meet the needs of students, teachers and the community; I firmly believe having an Educator on the board would be welcomed by the thousands of Educators the board serves.

- Strong skills in setting, measuring and achieving goals
- Attentive to details; excellent organizational and time management skills
- Success in working with people of various backgrounds and political affiliations
- Highly motivated, productive, and community-oriented
- More than 38 years of experience in the Education field

Public education systems are important resources to a local business because they provide a benefit to the workforce that contributes to the economy. Quality public schools help improve the human capital of an area, which in turn helps draw businesses looking to locate in Shelby County. The main goal of economic development is improving the economic well-being of Shelby County through efforts that entail job creation, job retention, tax base enhancements and quality of life.

As a supporter for Public Education, it is necessary that adequate funding be provided to ensure all students, regardless of socio-economic status, are well-prepared and competent to compete effectively in a multicultural job market. I would engage in meaningful dialogue with the County Commissioners, Memphis-Shelby County Education Association, State Legislators and key community stakeholders to provide adequate funding and resources for public education.

I am not aware of anyone who would not support my passion and appointment of this position.

4. How should the interim superintendent be evaluated? (including academic, operational or financial metrics you would suggest using in that evaluation)

Because the position of interim is provisional and/or temporary, I think the interim superintendent should be evaluated based on the definition of performance expectations outlined by the board during his appointment. If performance expectations are not put in place, the board should create an interim evaluation performance plan based on the current needs of the district. To be completely transparent, the board should evaluate the interim on the district's financial and operational stability, student achievement and growth measures. The superintendent should be measure in several categories, i.e. Vision and Values – the alignment of district programs to the broad mission, vision and philosophy of the district; Management – the alignment and of district systems and operations (e.g. budget, compliance) and organizational performance to the goals and value of the district; Instructional Leadership – the ability to plan, implement and evaluate the district's instructional programs, as well as to use data and other external data research to inform district improvement practices; Community Relationships, - ability to involve stakeholders, school personnel, M-SCEA and school board in realizing the district vision's vision and improve student achievement; Core Knowledge Competencies – demonstrated expertise in various instructional, managerial, legal , financial and personnel issues superintendents must face and response to every day.

5. In your opinion, how should the board approach the selection of a permanent superintendent and what are the three most important qualities, skills, or characteristics you will look for in the next superintendent?

The board should approach the selection of a permanent superintendent as a priority. The students, staff and community must know the board is serious about education and that leadership matters. The next superintendent should possess a clear vision of what needs to be done for the good of the district, musts demonstrate educational leadership to make sure the students are learning and achieving at a higher level, and effective listening and communicating skills are essential to moving the district the forward and improving student achievement.

6. What is your opinion of the recently released SCS footprint analysis and plan? What role should SCS charter schools and ASD plan in execution of the facility plan?

I believe that SCS footprint analysis plan not only works towards creating equity in SCS is also an efficient way to use tax payer funds to ensure that funds provided to the district are not wasted on countless of repairs or facilities that will continue to require maintenance because of their poor conditions. I believe SCS charter schools and ASD schools must be held to the same standards and expectations as Shelby County Schools and should meet and work with SCS to identify true facility usage and needs.

7. How can the board best manage the overall performance of the district?

The board can best manage the overall performance of the district through policy and governance. Implementing clear policies and holding the superintendent and ourselves accountable for ensuring those policies are adhered to through the superintendent's evaluation. Having a metric that measures and focuses on Leadership, High Expectations, Ongoing Evaluations, Goals and Directions will contribute to the overall performance and success of a school district.

8. What type of interventions, strategies or innovations do you support to improve struggling schools?

I support the I-Zone model, which has been the most successful turnaround model in the state along with innovative and intervention strategies such as the G.R.A.S.S.Y. program which focus on support to schools and students with gang and systematic problems that enter the schools from the neighborhoods. I also encourage the provision of resources and system support to help close student achievement gaps; ensure all students below grade level receive intervention services in order to reach proficiency; increase effective parental involvement; partner with organizations to offer tutoring and mentoring to underserved students and secure a commitment of financial resources from community-based organizations.

9. What is your opinion of the statewide assessment TN Ready?

I believe TN Ready, like any other assessment, is subject to flaws. Although I do not believe TN Ready is the best source at this time for assessing of students, I deem we must work together with our colleagues in Nashville to create a true assessment tool that works for everyone.